

Exhibit 9! -

Marketplace 2014 Q3 OLR
Thursday, October 2nd 8:00 AM – 4:00 PM PST
CONF US SEA Roxanne 05.200
Agenda – Notes

Attendees: Peter Faricy, Mark Mitchke, Julie Bainbridge, Dharmesh Mehta, Jonathan Shakes, Jim Joudrey, Avi Saxena, Steve Johnson, Nish Lathia, Piyush Nahar, Nick Talwar

Not able to attend: Stefan Haney

Simini Bath -Facilitator; Lindsey Kattenhorn & Kaitlin McVey -HR

Topic	Description	Time
Introduction	<ul style="list-style-type: none">• Review agenda and materials• Review expectations of meeting and ground rules	8:00 – 8:30
People Goals Update	<ul style="list-style-type: none">• Attrition, Top Tier Retention & Top Grading• Hits and Misses	8:30 – 9:00
Notes:		

REDACTED

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- Actions/Next Steps:

REDACTED

- Fenders to develop Marketplace elevator pitch.

L8 Promo Recommendations

9:00 - 10:30

- **REDACTED**

Notes: Promo docs will reviewed at Sebastian's OLR (10/16), followed by Tech Panel

Joel Mosby Doc Comments/cdlts:

REDACTED

- Three L7 remote managers, Joel has turned around the performance of Abdullah (was LE in last OLR)

REDACTED

REDACTED

Nitin Garg Doc Comments/edits: Reviewed at Sebastian directs in Q1, but did not go to panel.

REDACTED

MBA Discussion

REDACTED

10:30 -- 12:30
Includes Lunch

Notes:

REDACTED

SDE II Rotation Discussion

12:30 – 1:30

REDACTED

REDACTED

L7 TT Discussion

1:30 – 2:30

REDACTED

Notes:

Top Tiers:

REDACTED

REDACTED

Highly Valued:

REDACTED

Least Effective:

- Abdullah: Turning the corner, doing very well. Responded well to feedback.

Too new to rate:

REDACTED

L7 LE Discussion

- Discuss specific plans

2:30 - 3:00

Notes:

L8 Discussion Peter, Mark & Simmi Only

3:00 - 4:00

People concerns to consider for offsite:

REDACTED

From: Balaji Iydzik, Simmi
To: Saxena, Avi
Sent: 10/10/2014 1:24:14 PM
Subject: Notes from Peter's OLR

Hi Avi,

Here are the notes from Peter's OLR:

Joel Mosby Doc Comments/edits:

REDACTED

- o Three L7 remote managers, Joel has turned around the performance of Abdullah (was LE is last OLR)

REDACTED

Nitin Garg Doc Comments/edits; Reviewed at Sebastian directs in Q1, but did not go to panel.

Final review by Nitin Garg, 10/10/2014, 1:24:14 PM

REDACTED

REDACTED

Simmi Bath-Hydzik

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